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Comparison of Key Items Related to 360 Assessments

Points in red (negative) and green (positive) distinguish use of the approach.

Comparison Point	CheckPoint 360 (data from email exchange with founder and web site)	Leadership Practices Inventory (LPI)	IntelliVen Executive Assessments
Peer Reviewed Publications	Three studies were conducted to establish its reliability for both internal consistency and test-retest but no documentation about their test is available in the public domain	Extensive documented, peer-reviewed testing and validation including many in published articles and books. See for example.	
Part of a system which readily supports the employee and management in understanding individual needs and providing guided and prioritized development planning actions.	Yes	Yes	Yes
Diagnoses job fit and leadership ability	Yes	No	
Manager is provided additional guidance on how to effectively present the results	Yes	Yes	
Measures charisma, which represents how direct reports rated the individual in giving their feedback	Yes	No	
Creates a team report for leadership groups using multiple individual reports	Yes	Yes	Yes
Evaluates team against success norms by stage	No	No	Yes
Repeat the assessment at a later time and compare results, apples-to-apples, in a single report.	Yes	Yes	Yes
Results for use in performance evaluation.	No	No	Yes
Where used in the organization.	Not recommend to use with supervisors	Used for any leader at any level	Used for all levels
Inputs used to calibrate results	~1M	~1M	
Pricing	$750/report	$150/report	
Can instrument be purchased Independent of consulting	No, must also retain Checkpoint360 Consultants; company reports that it has never sold a report by itself. It is bundled with analysis, coaching and consulting or training for internal staff.	Yes; sold with a report and no consulting unless requested; no certification is required, though it is available	Can be operated internally by the organization itself
Graphical comparisons presented in color	Yes	Yes but not as dramatic as Checkpoint360's	
Development Suggestions contains action steps	Yes	Yes (Planner Book)	Yes
Number of questions	70 all normed [seems like too many]	30 All normed	
Number of inputs per assessment	12-15 [which we believe is too many as data gets muddled]	Any number but 10-12 is ideal	Any number but 10-12 is ideal

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